

Administrative Internal Investigation  
Report of Employee Conduct  
Deputy Roger Valentine  
February 11, 2013  
Mike Claxton, Captain

On Monday February 11, 2013 Corporal RYAN WALDOW provided Captain MIKE CLAXTON with INFORMATION REPORTED TO HIM BY Jailer indicating that Deputy ROGER VALENTINE was sexually harassing and touching Jailer inappropriately and without her consent. Corporal WALDOW told CLAXTON that made an oral complaint to him at approximately 1230 hours on February 11, 2013.

After reviewing the information with WALDOW, CLAXTON advised WALDOW to prepare a report detailing his conversation with and to contact and tell to see CLAXTON. WALDOW acknowledged the assignments. A short time later CLAXTON received and reviewed the report of WALDOW.

WALDOW wrote that on February 11, 2013 Corporal Ryan Waldow who is assigned to the Jail Facility of the Gregg County Sheriff's Office was approached by Jailer in reference to being sexually harassed by Deputy Roger Valentine. Jailer asked to speak to Corporal Waldow outside of the Jail Facility about an incident that had occurred earlier this morning. Jailer explained that herself, Deputy Valentine and Jailer were on the elevator at the Jail together. While on the elevator stated that she was standing beside Deputy Valentine with Jailer standing in front of them. While riding on the elevator stated that Deputy Valentine reached over and grabbed butt with his hand. said that as soon as he did this she turned very quickly and steered away from Deputy Valentine and stated " Valentine "! went on to say that Jailer did not see any of this happen but that he saw her move away from him very quickly. said after this she then got off of the elevator and went back to her normal job duties.

Corporal Waldow asked if this behavior has been displayed in the past? stated that on one particular day that Deputy Valentine had walked up to her and was facing her. While facing her Deputy Valentine looked at and said "Grab it ", and was looking down at his crotch area. said that to her he was referring to grabbing his penis. could not remember when this occurred but that even during that time she had told Deputy Valentine to stop.

Corporal Waldow asked how all of this made her feel, then stated that it made her feel like Deputy Valentine was sexually harassing her and it made her feel very uncomfortable. then stated that she felt un-comfortable about even going over to the Jail when Deputy Valentine was there.

Corporal Waldow explained to that no one has the right to harass her or grab her and that she was doing the correct thing by coming to a supervisor about this. Corporal

Waldow stated that he would be speaking to Captain Claxon about this conversation and that he would be back in contact with her about the next appropriate step. At 1400 hours CLAXTON interviewed [REDACTED] and she explained that VALENTINE [REDACTED] began making sexual comments to [REDACTED] while both she and VALENTINE worked [REDACTED] indicated that the comments at the [REDACTED] facility either on [REDACTED] initially were taken in a joking manner but the VALENTINES consistency continued through today, February 11, 2013. [REDACTED] told CLAXTON today she reported VALENTINES conduct to Corporal WALDOW and described to CLAXTON these details.

CLAXTON advised to prepare a detailed report of what she had talked to  
CLAXTON about. was advised to have no contact with VALENTINE at the  
jail until further notice and to report any further contact that VALENTINE may  
have with her. acknowledged the directions and left to prepare her report.  
CLAXTON later received and reviewed report which cooberated with what  
she described to both WALDOW and CLAXTON.

CLAXTON contacted and advised Chief Deputy CHUCK WILLEFORD about the  
investigation involving Deputy ROGER VALENTINE and sent Chief WILLEFORD and  
Sheriff CERLIANO the reports of WALDOW and for review.

CLAXTON contacted Sergeant LUKE WHITEHEAD to send Jailer to  
my office for an interview. arrived and provided the following information.

CLAXTON provided a briefing to Lieutenant JEFF CALLAWAY of the investigation and CLAXTON contacted Sergeant LUKE WHITEHEAD to send VALENTINE to CLAXTON's office for an interview.

Continuing at 1544 hours CLAXTON and CALLWAY met with VALENTINE. VALENTINE was advised that he was the subject of an investigation involving sexual conduct. VALENTINE presented himself to look shocked. CLAXTON asked VALENTINE if he has ever touched or talked sexual to any female staff member of the Sheriff's office. VALENTINE said, "No". CLAXTON asked the same question again and added that this investigation has been on-going that that other people had been questioned and encouraged VALENTINE to be honest during the investigation. VALENTINE was nervous was looking from side to side and avoided direct eye contact with CLAXTON. CALLAWAY was sitting to the left of VALENTINE and somewhat behind him. VALENTINE answered and said, "He had not done that".

CLAXTON questioned VALENTINE about spending a considerable amount of time on the floor of the facility while Jailers and were assigned to that same floor. VALENTINE said, he had not done anything to them and continued to say that he was giving advice to because . CLAXTON asked VALENTINE if he ever touched, tried to date or made any sexual comment to either or and he said, "No".

CLAXTON asked VALENTINE if he had tried to ever date or talked sexual to any staff member on any of his shifts. VALENTINE said, "No". VALENTINE started saying, that he had a bad memory and that he just could not remember ever doing anything like CLAXTON was talking to him about. CLAXTON questioned him about his memory and asked how bad his memory is and his reply was, "Oh sometimes I can't remember what happened yesterday or even today. CLAXTON confronted VALENTINE on his comments and referred to him being in the Police Academy and when he was he was able to remember what was taught on Monday through Thursday because he was able to pass the Friday test. VALENTINE had no response.

CLAXTON told VALENTINE, let's talk about today. CLAXTON asked VALENTINE if he had touched or talked sexually to anyone today and VALENTINE said, "No". CLAXTON and CALLAWAY told VALENTINE that we did not believe what he said. VALENTINE became loud and nervous and said, "Man I just want to be a Deputy, but I am too playful". CLAXTON talked to VALENTINE about his comment and told him that play and Badges don't go together. CLAXTON told VALENTINE that play could get a police officer and his or her partner killed. VALENTINE said nothing.

CLAXTON directly told VALENTINE, "Let's talk about ". After presenting more questions to VALENTINE today at the jail that had reported, VALENTINE spoke up and said, "I may have said, " .

CLAXTON reminded VALENTINE that [REDACTED] had made a complaint and that others had been interviewed and asked him what happened today. VALENTINE continued to say nothing and later told CLAXTON and CALLAWAY that he may have told her, "I'd tear that up". Continuing questioning of VALENTINE led to VALENTINE admitting to him staring at [REDACTED] crotch today, and telling her that it was "FAT", meaning, "Nice". VALENTINE said he told [REDACTED], "I'd tear that sucker up". VALENTINE first admitted to touching her arm on the elevator but later changed to saying he had grabbed her arm to move it. VALENTINE said that if he touched [REDACTED] buttock he didn't feel it or remember it. VALENTINE was overhead by CLAXTON and CALLAWAY saying, "Whatever [REDACTED] said is the truth", but later wanted that statement removed from his statement. VALENTINE reviewed two statements wanting changes made to both after he provided the information only to finally review and sign his third statement. VALENTINE provided these details which were prepared in his signed voluntary statement:

On February 11, 2013 I ROGER VALENTINE provide the following voluntary statement to Captain MIKE CLAXTON and Lieutenant JEFF CALLAWAY:

On February 11, 2013 I talked to Captain CLAXTON and Lieutenant CALLAWAY at the Sheriff's office. Captain CLAXTON asked me if I had every made any comments to any female staff member of the Sheriff's office that was sexual in nature. I told him and Lieutenant CALLAWAY know.

I started telling Captain CLAXTON and Lieutenant CALLAWAY that I had talked to Jailers [REDACTED] and [REDACTED] when I was on the [REDACTED] shift about relationship with [REDACTED]. Both girls were present during my talks with them. I told [REDACTED] that she needed to have a work relationship with her co-workers. After I told them about this I was asked again if I had asked for and wanted to have any sexual relations with any other staff member. I told CLAXTON and CALLAWAY I had not come on or made any sexual comments to anyone on staff to the best of my knowledge.

I told CLAXTON and CALLAWAY that I am too playful. CLAXTON and CALLAWAY continued to talk to me and I told them 2 or 3 times that I did not remember any incident with a female involving any sexual comment or things.

CLAXTON asked me if my memory recalled any conduct today with a staff member that was sexual in nature. I told him and CALLAWAY I had not talked to anyone today. I told them I didn't remember at the time and CLAXTON pointed out to me that what he was talking about was about 6 hours ago. I again said I had not talked to anyone today.

CLAXTON wanted to talk about letter I told him that I [REDACTED]  
CLAXTON told me he wanted to talk about letter I told him that I [REDACTED]  
was too playful and had told her before that she was hot

Today when something like that is "FAT" "FAT" is slang for nice. I could have said she was nice and juicy talking about her vagina. I said "I'd tear that sucker up". I grabbed her arm when she and I got on the elevator with Jailer to move her over. If I touched her buttocks I did not feel it. I know that I looked at her crotch and said jumped and she said, "WOW".

When I was directory. I got telephone number for the staff told me to get the number, I called her and she told me I wanted to see her. I did not see her after I talked to her. I was not invited to her . Sometime later after talking to her I was on the elevator with when she and I worked . I stood close to riding to the floor. I was standing in front of and I made the comment, "Touch it ". I was referencing she touch my private part, my penis. She did not touch me and she said no. Since made a complaint about me I believe that she was offended by my actions.

\*End of VALENTINES statement\*

After VALENTINE reviewed and signed his statement he was provided with information on his work status. VALENTINE was placed on administrative leave. His badge, identification, radio and keys were collected. VALENTINE was advised that the investigation was on-going and for him not to contact or anyone else involved in the investigation. VALENTINE was advised that he would be updated on Tuesday February 12, 2013. VALENTINE was escorted from the North facility.

At 1730 hours CLAXTON and CALLAWAY interviewed Jailer had been identified as a Jailer VALENTINE had talked to about dating. told CLAXTON and CALLAWAY.

Continuing on Tuesday February 12, 2013 at 0815 hours CLAXTON and CALLAWAY met with and interviewed Jailer indicated she had not been approached or affected by VALENTINE.

After the interview CLAXTON and CALLAWAY met with Jailer and provided a written report indicating how VALENTINES conduct was observed by her. A copy of her report is pasted below:

At 1315 hours CLAXTON and CALLAWAY met with VALENTINE at the North facility to update his status. VALENTINE was provided a copy of Jailer written report about his conduct. VALENTINE was provided a letter from CLAXTON indicating that he had 24 hours to submit other information that he believes is a factor to his discipline before the investigation is concluded. VALENTINE told CLAXTON and CALLAWAY, there would be nothing, that he was wrong, he did this and would not have anything. CLAXTON instructed VALENTINE to return on Wednesday February 13, 2013 at 1315 to meet with CLAXTON and CALLAWAY.

Continuing at 1345 hours CLAXTON and CALLAWAY met with and interviewed Jailer prepared a written report about how VALENTINE talked to her about sexuality and attempted to get to go watch basketball with him. A copy of report is attached:

On Wednesday February 13, 2013 CLAXTON and CALLAWAY met with and interviewed Jailer [REDACTED] prepared a written report indicating how VALENTINE made unprofessional remarks about her and inmates. A written report from is attached to this report:

As this investigation has progressed CLAXTON has updated Chief WILLEFORD and Sheriff CERLIANO. VALENTINES conduct is detrimental to the Sheriff's office and is the basis of (8) eight Code of Conduct (COC) violations. The very nature of his intent is sexual in nature and causes all employees, specifically female employees to be at risk for sexual harassment if VALENTINE continues employment with the Sheriff's office.

VALENTINES conduct with [REDACTED] and efforts he expelled in attempting to date other staff female's weighs heavily upon the corrective action considered for VALENTINE. VALENTINE subjected [REDACTED] to unwelcomed sexual harassment in the form of sexual request or sexual favors. VALENTINES comments to [REDACTED] and touching of [REDACTED] employment conditions. VALENTINES conduct was affected [REDACTED] continuous and not limited to one event

VALENTINES actions and conduct with [REDACTED] violated the Code of Conduct (COC): 401.B, 4.03, 4.06, 4.11, 4.14, 4.17, 5.12C, 9.05 and 10.02. (Copies of the (COC) violations are attached to this report and by reference are made a part thereof).

The recommended corrective action for Deputy VALENTINE is separation from employment with the Sheriff's office.

On February 13, 2013 VALENTINE met with CLAXTON and CALLAWAY at the North facility. VALENTINE had no response to the written notice he was provided on February 12, 2013. VALENTINE said he wanted no more and chose to resign from the Sheriff's office pending disciplinary action. VALENTINE prepared a hand written resignation letter understanding it was accepted immediately. VALENTINE was escorted from the facility.

No Record of Disciplinary Action will be generated due to the resignation of VALENTINE

Mike Claxton, Captain

G. Failure to take appropriate police action to aid a fellow peace officer exposed to danger or in a situation where danger might be impending. (A)	4.03 No employee shall engage in any conduct which adversely affects the morale or efficiency of the department or which has a tendency to adversely affect, lower or destroy public respect and confidence in the department or officer. (A-D depending on results of actions.)
H. Cowardice or failure to perform police duties because of danger. (A)	4.04 No employee shall precipitate, cause, or escalate a disturbance or police incident. (B)
I. Any action which places any person in greater danger than is necessary for the proper performance of the employee's duties. (A)	4.05 No employee shall fail or deliberately refuse to obey a lawful order given by a supervisory member. (A)
J. To offer, agree to accept/deliver, or solicit a bribe. (A bribe shall be defined as a gift, emolument, money, thing of value, testimonial, appointment or personal advantage, or the promise or solicitation of same for the purpose of obtaining special privileges or personal gain by the donor or other person.) (A)	4.06 Employees shall treat supervisory members, subordinates, and associates with respect. They shall be courteous and civil at all times in their relationships with one-another. (B)
K. Failure to at all times take appropriate action to: <ol style="list-style-type: none"> <li>1. Protect life and property.</li> <li>2. Preserve the peace.</li> <li>3. Prevent crime.</li> <li>4. Detect and arrest violators of the law.</li> <li>5. Enforce all federal, state, and local laws and ordinances coming within departmental jurisdiction.</li> </ol>	4.07 No employee shall publicly criticize or ridicule the Department, its policies, or other employees by talking, writing, or expressing themselves in a manner which: <ol style="list-style-type: none"> <li>A. Is defamatory;</li> <li>B. Is obscene;</li> <li>C. Is unlawful; or</li> <li>D. Tends to impair the operation of the Department by interfering with its efficiency, by interfering with the ability of supervisors to maintain discipline, or by a reckless disregard for the truth. (B)</li> </ol>
For the purpose of protecting life and property, officers shall always be considered on duty while in Gregg County and shall be prepared to act to the extent possible any time circumstances indicate their services are required. (A-D depending on results of actions)	4.08 The use, consumption, possession, purchase, distribution or sale of controlled substances or alcohol while on County business or on County property, except for prescribed medications, will subject the employee to discharge, except the use of alcohol if required in the performance of official duties.
The above enforcement action will not include:	Exceptions to the use or consumption of controlled substances while on County business or County property may be granted if:
<ol style="list-style-type: none"> <li>1. Routine enforcement of laws of a Class C misdemeanor nature or traffic enforcement when out of uniform and off duty unless in an off-duty employment capacity and with prior supervisory permission.</li> <li>2. Enforcement responsibilities beyond the ability of the officer when he is not armed. (Appropriate action in such cases may include calling 911.)</li> </ol>	<ol style="list-style-type: none"> <li>A. the controlled substance is prescribed as a medication for the user by a licensed physician;</li> <li>B. the medication is being used in the manner for which it was intended;</li> <li>C. the employee's ability to function in his or her job responsibilities is unaffected by use of the medication; and</li> <li>D. the employee's supervisor is notified in advance by the employee that the employee will be using the medication.</li> </ol>
4.02 No employee shall commit any act or omission which is defined as a criminal act. (A)	

4.09 No employee shall use any unnecessary or inappropriate force against any person. (A)

4.10 No employee shall at any time ridicule, mock, deride, taunt, or belittle any person. (C)

4.11 No employee shall willfully embarrass, humiliate or shame any person. (B)

4.12 No employee shall willfully harass any person nor take any action in a manner which might excite a person to violence. (B)

4.13 No employee shall use loud or harsh language in performance of official duties except as necessary to gain control of an escalating situation. (C)

4.14 No employee shall use indecent or profane language in the performance of official duties or in the presence of the public. (B)

4.15 No employee will use any racial, ethnic, religious, or sexual epithet nor make any comment which would deride or condemn any racial, ethnic, religious or sexual group. (A)

4.16 Employees will be courteous and civil to the greatest extent possible when dealing with members of the public or other members of the department. (B)

4.17 No employee shall conduct himself in the offices and buildings of the Department in a manner which would discredit the Department. (C)

4.18 No employee shall engage in any form of gambling in the locker rooms, assembly rooms, or any other police facilities. (C)

4.19 No employee shall engage in "horseplay" or the playing of pranks while on duty or in police facilities. (C)

4.20 Uniformed employees shall render a military salute to the United States flag and national anthem at appropriate times, whether wearing a hat or not. Employees in civilian dress shall render proper civilian honors to the United States flag and national anthem at appropriate times. (C)

4.21 No employee shall procure appointment in the Department by means of willful misrepresentation or omission of any fact concerning his personal history, qualifications for employment, or physical condition. (A)

## CHAPTER 5: RESPONSIBILITIES AND GENERAL CONDUCT ON DUTY

5.01 Employees shall, at all times, follow the lawful orders of supervisory employees and other proper authorities as well as respond to requests for police assistance from citizens. (A)

The administrative delegation of the enforcement of certain laws and ordinances to particular units of the Department does not relieve officers of other units from the responsibility of taking prompt, effective police action within the scope of those laws and ordinances when the occasion so requires. Officers assigned to special duty are not relieved from taking enforcement action outside the scope of their specialized assignment when necessary. All members shall perform their duties as required or directed by law, departmental rule, policy, or by order of a superior member.

5.02 Officers shall respond without delay to all calls for police assistance from citizens or other members. (B)

A. Emergency calls will take precedence. However, all calls shall be answered as soon as possible consistent with normal safety precautions and traffic laws. (B)

B. Except under the most extraordinary circumstances or when otherwise directed by a supervisor, no officer shall fail to answer any call for service directed to him. (B)

5.03 Officers shall investigate, to the fullest extent possible, those incidents assigned to them or which come to their attention. (B)

5.04 No employee shall be absent without leave. (Absence without leave shall mean either a failure to report for duty at the time and place of duty or the leaving of a place of duty or assignment without proper authorization.) (C)

5.05 Unless otherwise directed, employees shall report to daily roll call at the time and place specified in proper dress and equipment. They shall give careful attention to orders and instructions. (C)

5.06 It shall be the responsibility of employees who cannot report for duty due to illness to notify a supervisor at least one hour prior to their reporting time. (Or at opening of business hours in case of office hour operations.) Employees must give a telephone number and address

where they can be located during their normal tour of duty. (C)

5.07 Employees shall furnish the Department a telephone number and address at which they may be reached in the event of an emergency. (C)

5.08 Employees shall report any change in address or telephone number within twenty-four hours of such change in the manner prescribed by current orders. (C)

5.09 Employees shall not work at any outside or extra duty employment within 24 hours after the beginning of any shift for which they failed to report due to employee illness or injury. (B)

5.10 Employees are prohibited from following any other vocation which might conflict or interfere with their responsibility to the Department. (A)

- A. Employees must receive advance permission from the Sheriff, or obey Departmental guidelines for off-duty work to engage in off-duty employment or business activities. (B)
- B. Officers are prohibited from holding a deputation or commission from any other law enforcement agency. (A)

5.11 Employees shall remain alert, observant, and occupied with police business during their tour of duty. When on duty, officers shall devote their entire time and attention to the business of the Department. (C)

5.12 Employees are prohibited from engaging in the following activities while on duty:

- A. Sleeping, loafing, or idling. (B)
- B. Recreational reading. (C)

The exceptions are as follows:

- 1. During meals while in plain clothes.
- 2. During meals while in uniform and out of public view.
- C. Conducting business of a nature other than police business. (B)
- D. Carrying any articles which distract from the proper performance of police duty. (C)

5.13 Employees shall promptly submit reports which are required by the performance of their duties. Any required report shall be completed and submitted before the end of that tour of duty. (C)

5.14 Officers shall have prior approval of their supervisor before initiating undercover investigations. In cases where officers are already deployed in an undercover capacity and they begin another assignment unrelated to the existing assignment, they shall notify their supervisor as soon as practical and in no event later than twenty-four (24) hours. (B)

5.15 Employees shall not consume alcoholic beverages while off duty to the extent that evidence of such consumption is apparent when reporting for duty or to the extent their job performance is in any way affected. (B)

5.16 Employees shall not purchase, possess, consume or be under the influence of an alcoholic beverage while on duty, except in the performance of official duties. They shall not at any time, on or off duty, be intoxicated in public view. (B)

5.17 No employee while in uniform or operating a County vehicle shall purchase, possess, consume or be under the influence of alcoholic beverages while on or off duty. (C)

5.18 Employees shall not bring or keep any intoxicating liquor on departmental premises, except for the following purpose:  
Liquor brought onto departmental premises in the furtherance of a police task shall be properly identified and stored according to policy. (C)

5.19 Employees on duty or in uniform shall not enter taverns, theaters, or other public places except to perform an authorized police service. (C)

8.11 Employees shall not engage in any of the following conduct:

- A. Interfering with the service of lawful process. (A)
- B. Interfering with the attendance or testimony of witnesses through coercion, bribery, or other means. (A)
- C. Attempting to have any Notice to Appear or traffic citation reduced, voided, or stricken from the docket without approval of their division commander. (A)
- D. Recommending a dismissal, reduction of charges, or other disposition of a pending criminal case which has been previously filed in any criminal court or before any grand jury except by written approval of their division commander. (A)
- E. Taking any other action which interferes with the efficiency or integrity of the administration of criminal justice or departmental discipline. (A)
- F. Having knowledge of such interference by another employee and failing to inform a superior officer in writing. (A)

8.12 No employee shall make known to any person unauthorized to receive it any information concerning the progress of an investigation, a known or reported law violation, a condition against which action is to be taken at a future time, or any other similar proposed police operation. (A)

8.13 Employees shall not communicate in any manner, either directly or indirectly, any information which may assist persons to escape arrest or punishment or which may enable them to dispose of or secrete evidence of unlawful activity, money, merchandise, or other property unlawfully obtained. (A)

8.14 No employee shall release any police report, police record, arrest report, prosecution report, criminal history file, mug shot picture, or other record or report, or any portion thereof to any person or agency unless approved by a division commander. (A)

**CHAPTER 9: CONFLICT OF INTEREST**

9.01 Definition:

9.02 A conflict of interest arises whenever an employee intentionally disregards the public interest in favor of other interests, personal or otherwise; likewise, a conflict exists whenever, because of personal, family, or financial interests, an employee is incapable of performing his official duties impartially, or chooses not to perform them impartially. A conflict of interest may exist whenever an employee has a substantial personal or private interest in a matter which involves his or her duties and responsibilities as an employee. The trust of the citizenry demands that an employee take no action which would constitute the use of County employment to advance personal or private interests. (N/A)

9.03 An employee will avoid any action, whether or not specifically prohibited by law, which may reasonably tend to affect his or her job performance creating the effect or appearance of:

- A. Using public office for private gain. (A)
- B. Giving preferential treatment to any person. (A)
- C. Prejudice or partiality. (A)

9.04 Employees, while in uniform on or off duty, shall not endorse or participate in any activity that might tend to bring into question the impartiality or create a perception of partiality of the Gregg County Sheriff's Office toward any group in the performance of the department's public responsibilities. (A)

9.05 Any employee who stands to benefit financially from any action of Gregg County (other than through normal personnel benefits programs) shall immediately seek a written opinion of the District Attorney as to any conflict of interest with the County. If a conflict is found to exist, the Sheriff will be notified immediately and will take the action necessary to conform with the rules and regulations of the County. (A)

9.06 All employees will avoid situations which give rise to an actual or apparent conflict between their professional responsibilities and their relationships with other employees. (A)

9.07 Employees of the Department will not enter into any on-going, lengthy, or continual business relationship with members in their chains of command. Should a transfer or promotion create an apparent violation of this rule, members will immediately notify by memorandum the superior in the chain of command who is immediately above the involved supervisor. The memorandum should detail the nature and extent of such relationship. (A)

9.18 Employees of this Department shall not cohabit or live with other employees of the opposite sex, unless they are relatives (non-spouse) or members of his family. If one employee marries another employee of this Department, one employee shall have to resign, unless approved by the Sheriff

affect on the agency's morale, operations, or efficiency, both on and off the job;

#### Chapter 10 Code of Ethics/Conduct Unbecoming an Employee

##### 10.01 Law Enforcement Code of Ethics

As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and the relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting oratuties.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession, law enforcement.

10.02 Conduct unbecoming is any conduct which brings the department or any officer or employee into disrepute or brings discredit upon the agency, or any officer or employee. Officers and employees shall conduct themselves at all times, both on and off duty, in such a manner so as to reflect most favorably upon the agency. Further, conduct unbecoming is any act of employee misconduct that is connected to the employee's job performance or ability to perform or has an adverse